



10 SECRETS FOR BEING A GREAT LEADER TODAY

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BASED ON THE LATEST NEUROSCIENCE FINDINGS

Most of us want to be the best version of ourselves. Those who want to lead others don't want to be known as average or just satisfactory. They want to be recognised as someone who has earned their authority badges through great leadership skills

They want people to work with them: these are the signs of a leader of excellence.

This is about knowing when to reach out and when to pull back; knowing when your support is needed and when it isn't; knowing your strengths and how to manage your vulnerabilities.

Great leadership is not about being an impenetrable tower, steady as...

No, it's about being the best you can be in the circumstances with the people around you making it possible to stand out from the crowd because of the crowd.

We can use neuroscience to give an added dimension of how we can perform at our best and achieve awesome results without either we, as leaders suffering from burnout, nor our team. It is up to us to make the difference, and using these tips can be the beginning of great things.

These 10 tips will be a way for you to create excellence and become a top 1% performer. To become a leader of excellence means that you must manage yourself really well before you can manage others better. So, we have divided these 10 secrets into a Focus on Self and then a Focus on Others.

Good luck, I know you are going to make this work for you!

INTRAPERSONAL INTELLIGENCE: FOCUS ON SELF

01 THE POWER OF VISUALISATION

I can't emphasize enough how potent visualisation can be. I have found this to be an extremely powerful tool. Use it well.

You can set yourself up to be 'work ready' using visualisation.

For example, if you know you have a tricky meeting coming up, think of being in control, knowing what to say when you need to say it. Make sure you have prepared, have all the information at hand. Think how good you will feel at the end of the meeting and hold onto it for a while.

It is fascinating that the brain cannot differentiate between real and imagined. The stronger and more specific your visualisation, the easier the actual meeting will go. Effectively, your brain is training for the actual performance. How awesome is that!

As a matter of fact, top athletes use this visualisation tool as well. Their internal images run through all the details for their entire performance and engage all their senses.

What challenges do you have that you can mentally rehearse for? Remember you also need to have done the preparation – the 'winging it' concept is not useful.

Try visualisation for your next challenge. I would love to hear how it goes for you.



INTRAPERSONAL INTELLIGENCE:

FOCUS ON SELF

02 THE POWER OF LAUGHTER

You can't underestimate laughter. Laughing is so good for you, and that full belly laugh which brings tears to your eyes has an even greater cathartic effect on you.

Laughter brings on endorphins which makes you feel fantastic and positively readies you for the day ahead. You cannot worry and laugh at the same time.

Set yourself up with an incredibly funny podcast, a YouTube clip or even a daily cartoon. Perhaps you can do weird and wonderful stretches in the mirror, pull a face or think back to a funny event.

What is your preference? Set something up in readiness for tomorrow.

03 THE POWER OF GRATITUDE

Gratitude is rocket fuel for us. No matter how small and insignificant it is, feeling gratitude lights up our positive brain centre network.

Being grateful can energise us.

We can be grateful for the warm shower, the car in our garage and even that cup of coffee.

Purposefully thinking about that which we are grateful for, sets us up for the day. Recognise that work is a gift, not a burden.

Those positive brain chemicals happily bounce around in our system, giving us a very strong feel-good fuzzy feeling.

What are you grateful for? Think of at least three things that turn your inner lights on.

INTRAPERSONAL INTELLIGENCE:

FOCUS ON SELF

04 THE POWER OF ATTENTION

Multi-tasking is a fallacy – neither women nor men can really do this in the way we think we do.

It has you ducking and diving and not actually achieving. We have the power to focus our attention, and to move it on purpose. This is a learned skill and extremely effective.

When you need to do something, give it your full attention, zone in on what needs to be done. This can include anything from analysing some results, problem-solving to having a meeting.

When you give the task your full attention everything you do will be done better, more efficiently, and even faster!

Each deserves your full attention. Remember to focus and give your full attention to the next thing you need to do.

05 THE POWER OF LISTS

People like to complete tasks. It gives them a good feeling. Basically, our brain gives us a dopamine hit, and it is a great feeling.

By writing down your key commitments for the day, and being able to cross each one off as you complete it, will give you that surge of dopamine – giving you a small 'high'.

This in turn helps to motivate you to complete the next task on your list, effectively helping you to achieve your daily goals.

INTRAPERSONAL INTELLIGENCE: FOCUS ON OTHERS

01 FRAMING THE CONVERSATION

Framing is exciting because it makes it possible for your team to see things in a different light. You can focus on the message in the way it can highlight your key points.

- How do you need to frame it?
- What do you need to say to be understood easily?

Think about a picture and how different it will look depending on where you put the frame. The same applies in a conversation.

By framing your conversations appropriately, you can make your mark.

02 SHARING INFORMATION

We all need to know what is going on – at work, at home, in the world – to a lesser or greater degree.

Without relevant information, we waste productive time on the 'What is this?', 'What's going on?', 'Have you heard about?'. This will not achieve high levels of performance.

Your team needs to know that you will share information and are happy to come and ask when they do hear rumours. It is just time wasting when everyone is putting their energies into pointless discussions.

03 OPPORTUNITY FOR CHOICE

Everyone likes to pilot their own ship, that is, make decisions about what to do and when to do it, within reason. As their leader, you need to make sure you give each person in your team or department an opportunity to make decisions. These can be decisions about small things – it does not matter if the choice is limited. It is, however, critical for there to be some choice.

We are all happy to work within boundaries, but it is excellent practice to have choice within these boundaries.

INTRAPERSONAL INTELLIGENCE: FOCUS ON OTHERS

04 ZONE OF POSSIBILITIES

Organisations need to keep moving forward, and innovation is now the war cry. Innovation creates risk, with risk the possibility of failure. Or a better way of looking at it, (using framing), is opportunity to get feedback.

People are not willing to try new things unless there is a safety net. They know that there is support and always opportunity to try again and differently.

As a leader make work a place where everyone feels valued and respected, and can voice their opinions.

05 MAGIC OF MASTERY

There are those who believe in a 'sink or swim' philosophy. There is some merit in this, but this depends on the task at hand and the attitude and the experience of the person who has to do it. If you want your team to really flourish you need to be sure they have the knowledge, experiences and skills to do the job to the best of their ability.

Professional development and practise are the two key components that can lead the way to mastery. We don't want to learn something new and not have the opportunity to practise it to gain confidence and competency in it.

How can you ensure that all professional development is integrated into their day-to-day work to become the stars they want to be and the stars you want them to be?

ABOUT THE AUTHOR

Karen has spent the last 30 years immersed in leadership. She has worked with a range of leaders in a variety of industries including mining, oil and gas and service providers. Known as an expert in her field of leadership training, Karen is obsessed with leaders unlocking their potential and engaging better with their teams and other stakeholders to achieve successful outcomes.

Her humour, energy and streets-smart style encourages her audiences to be involved, have fun and learn some new techniques and strategies. Some believe it's like having all the right equipment in place and being able to reach out and find the right one to use at the right time.

Effectively by highlighting behaviour through a neuroscience lens, Karen enables leaders to uncover their talents and use them as a springboard for creating teams of excellence. Each person is then able to contribute in different ways to add value to their organisations and gain confidence in themselves.



NEXT STEPS:

Are you ready to inspire for a successful digital transformation?

Neuroscience is the critical element to success.
If you want to use it effectively and confidently, work with Karen.

Karen provides a range of programs for leaders to enable digital transformation with EASE. These include workshops, group coaching and one-on-one coaching.

If you want to find out how Karen can help you, please get in touch:

Karen@karenlivey.com

+61 (0)439 979 839

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meeting
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